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## PART-I

### Notifications, Orders and Declarations by Haryana Government

#### HARYANA GOVERNMENT

#### IRRIGATION & WATER RESOURCES DEPARTMENT

#### Notification

The 16th April, 2021

#### Online Transfer Policy of Tracers

**No. 4168/A-II/NGE-II/2021.**— In exercise of the powers conferred by the proviso to article 162 of the Constitution of India, the Governor of Haryana hereby makes the following Online Transfer Policy, namely:-

1. **Short title and Vision:** This policy may be called the “Online Transfer Policy of Tracers of Irrigation & Water Resources Department, Haryana”. This Policy is made to ensure equitable distribution of Tracers at different locations in a fair and transparent manner and to maximize job satisfaction amongst employee and further to improve performance of the department.
2. **Application:**-This Policy shall be applicable to all Tracers who are members of State cadre working on regular basis.
3. **Definitions:** In this policy, unless there be anything repugnant in the subject or context;
  - (a) ‘**Blocked Posts**’ means the vacancies of a cadre remain unfilled at any given point of time due to shortage of employees in the department.
  - (b) ‘**Employees of Special Category**’ means the blind employees or the differently abled employees or their child(ren) and spouse, women employees, women headed households, widows, widowers, couple case, employee suffering from Diseases of Debilitating Disorder;
  - (c) ‘**Prescribed Tenure**’ means the tenure of appointment for a period of Five years in a particular Division and Ten years in a Circle. While calculating the tenure of an employee for the purpose of this policy, the date from which someone is working in a zone on 31<sup>st</sup> March of the calendar year of transfer shall be counted irrespective of the fact he has been appointed by temporary transfer or otherwise. However, an employee may participate in the transfer drive subject to completion of minimum three years service in a zone;
  - (d) ‘**Qualifying date**’ for the purpose of calculation of vacant post(s) shall be the 31<sup>st</sup> March of the Calendar year of transfer.;
  - (e) ‘**Service**’ means duty period and all kinds of leave including extraordinary leave availed by Tracers during the prescribed tenure.

(f) ‘Transfer’ means posting/appointment from one Division/Circle to another on or before completion prescribed tenure in a Division/Circle;

(g) ‘Vacant Post for transfer’ means

- (i) a post not occupied by any Tracers;
- (ii) a post presently occupied by any Tracer for a period of Five years or more;
- (iii) a post on which any Tracer has been appointed by temporary transfer or due to non-availability of online transfer drive;
- (iv) a post occupied by any Tracer who has been adjudged eligible and allowed by the competent authority to participate in the general transfer drive even if he has not completed the prescribed tenure in the Division/Circle where he is presently posted.

Note-1--- Where there are Blocked Posts in a cadre the same shall be excluded from the number of vacant post for transfer.

Note-2---The post against which any Tracer has been posted/transferred on compulsion of administrative reason or litigation nature shall also not be included in the vacant posts for transfer.

Note-3--- Department shall prepare the list of vacant posts for transfer and notify them for the benefit of stakeholder. Depending upon input from stakeholders, such list may be amended if required.

(h) ‘Division/Circle’ means an area prescribed by the competent authority for the purpose of calculation of prescribed tenure and entitlement of any Tracer for transfer from one Division/Circle to another under this policy;

#### 4. General Principles:

(i) **Time Scheduled for Online Transfers:**

- (a) General transfers online will be made only once in a year. However, transfer/posting necessitated by promotion, direct recruitment, posts needed to be filled up in a public interest, can be made anytime by the competent authority.
- (b) The online process will be completed up to 31<sup>st</sup> March and implemented after 31<sup>st</sup> March or as per exigency/convenience of the department.
- (c) Every Tracer completing 5 years of stay/ tenure in a particular Division or 10 years of stay/tenure in a Circle has to be compulsorily shifted.
- (d) A Tracer who has completed 5 years stay/tenure in a particular Division can opt for his transfer within or out of Division, but a Tracer who has completed 10 years stay/tenure in a Circle cannot opt for his transfer within the same Circle.
- (e) In case, any Tracer having 5 years of stay/ tenure in a particular Division cannot opt his preference for the same office, but he can opt any other Division within same Circle. Similarly any Tracer having 10 years of stay/tenure in a particular Circle cannot opt his preference for any Division in that Circle. Once posted at one station, he will not be allowed to submit his option for 3 years and will be transferred as per provision of policy thereafter.
- (f) The posting of Tracer, in a particular Division/Zone on his transfer, will be affected on the basis of the number of vacancies in a particular Division/Circle.
- (g) The vacancies in a Division/Circle will be filled up on the basis of number of vacancies. The number of vacancies (actual or deemed) in the Division/Circle within same zone will be arranged from highest to lowest. The Division having higher vacancy will be filled up first and the Division/Circle with lowest vacancies will be filled up in the last.
- (h) Minimum stay for seeking transfer shall be 3 years after which he can participate in drive.

(ii) **Liable to be posted anywhere :**

- (a) Tracers are liable to be transferred under this policy in any Division/Circle or anywhere in the State, in public interest, on completion of prescribed tenure.
- (b) In case, sufficient Tracers are not found willing for posting in BBMB against share quota post of Haryana State of this Department, then, on the basis of requirement of Tracers in BBMB, the services of Junior most Tracer of respective category based on demand/ vacancy will be placed at the disposal of BBMB and minimum stay for seeking transfer shall be 2 years after which he can submit his application to Engineer-in-Chief, Irrigation and Water Resources Department for his posting in the Department. However, a willing Tracer can serve in BBMB continually for 10 years. Further a Tracer who have once served in BBMB will not again be transferred in BBMB for at-least 10 years without his consent and next junior most Tracer will be liable to serve in BBMB.

(iii) **Computerization of relevant service record of employees:**

The Department shall ensure that all employees enter their service record in HRMS. Every employee shall be responsible for the accuracy and regular updation of data in the Management Information System in respect of his credentials, otherwise the department shall be at liberty to post him anywhere in the State.

(iv) **Rationalization and Blocking of posts:** To avoid disproportionate concentration of employees at a particular station, the department should rationalize their sanctioned post and block actual vacant post to be kept vacant in the transfer drive. In the long run, however, the department may increase/decrease the total number of sanctioned posts as per their assessment/requirement in consultation with Work Assessment Cell in the Administrative Reforms Department and Finance Department.

**5. Merit Criteria for allotment of post:**

- (a) Merit for allotment of vacant post to any Tracer shall be based on the total composite score of points earned by a Tracer, out of 80 points as described below. The Tracer earning highest points shall be entitled to be transferred against a particular vacancy.
- (b) Age shall be the Prime Factor for deciding the claim of the Tracer against a vacancy since it shall have weightage of 60 points, out of total points.
- (c) A privilege of maximum 20 points can be availed by the Tracer of special categories as indicated below:-

**(A) Age: The first set of merit points will be the age of the Tracer concerned enumerated below:-**

Sr. No.	Major Factor	Sub-Factor	Max. Points	Criteria for Calculation
1	Age (Present date i.e. (1 <sup>st</sup> January of the year of consideration minus date of birth)	Eldest person shall be given maximum points	60	Age in number of days/365 (maximum four decimal points only)

**(B) Special Category:-**

The Second Set of merit points will come from the special categories enumerated hereinafter:

Sr. No.	Major Factor	Sub-Factor	Max. Points	Explanation
1	Gender	Female	10	10 Points shall be given to all female Tracer
2	Special Category female Tracer	Widow/divorced/legally separated/unmarried female employee of Tracer more than 40 years of age/wife of serving Military personal/ Paramilitary personal working outside the State	10	All female of this category shall be given 10 marks only
3	Special Category male Tracer	Widower who has not re-married and has one or more minor children and / or unmarried daughter (s)	5	Eligible widowers shall be given 5 points only.
4	Differently abled persons	vision	20	40% to 60% disability= 10 Marks
		Locomotors	20	Above 60% to 80% = 15 Marks
		Deaf & Dumb	20	Above 80% = 20 marks

Sr. No.	Major Factor	Sub-Factor	Max. Points	Explanation
5	Diseases of “Debilitating Disorders” i.e.  (a) Currently suffering from Cancer; or (b) Having undergone by-pass heart surgery; or (c) Kidney transplant; or (d) Currently undergoing dialysis.	Self	10	Valid medical certificate issued during last one year by AIIMS (including its branches in Haryana), PGI Rohtak, PGI Khanpur Kalan, Kalpana Chawla Medical College Karnal, PGI Chandigarh, Medical college of Haryana Government or a medical board so constituted.
6	Diseases of “Debilitating Disorders”	Spouse/Un-married Children	10	Valid medical certificate issued during last one year by AIIMS (including its branches in Haryana), PGI Rohtak, PGI Khanpur Kalan, Kalpana Chawla Medical College Karnal, PGI Chandigarh, Medical college of Haryana Government or a medical board so constituted.
7.	Differently abled or mentally challenged children	Male/Female employee having mentally challenged or 100% differently abled child.	10	Male/Female employee having mentally challenged or 100% differently abled children shall be provided maximum 10 points.
8	Couple case	Only applicable to females	5	Employees' spouses working in any department/board/corporations under any state Govt. or Govt. of India.
9	Earning Performance	An employee earning good performance through ACR of last one year. Any ACR during the last 3 years, if last ACR not available	5	<b>Grading of ACR</b> <b>Outstanding = 5</b> <b>Very good = 2</b> <b>Others = 0</b>

Sr. No.	Major Factor	Sub-Factor	Max. Points	Explanation		
10	Negative performance	An employee awarded with punishment during the period under: i) Rule-4 (a) ii) Rule-4(b)	(-7 (-) 3.5	Deduction of points Under Rule		
				Punishment awarded	4 (a)	4 (b)
				1 <sup>st</sup>	1	0.5
				2 <sup>nd</sup>	2	1
				3 <sup>rd</sup>	4	2
				4 <sup>th</sup>	6	3
				5 <sup>th</sup>	7	3.5

(e) The employees who are 100% blind or having 80 % or more locomotors disabilities involving both the legs shall be given their choice of posting.

**6. Procedure to be adopted:**

- (i) Head of Department shall seek preferences for choice of stations in a Division/Circle from the eligible employees for transfers. The transfer exercise shall be carried out only through approved web based application.
- (ii) The option once chosen and confirmed by the employees shall be final and cannot be changed.
- (iii) Any Tracer, who is due for superannuation within one year or less service shall not be transferred from his place of posting against his will even on completion of maximum stay in that Division/Circle, but he can participate in the transfer drive if he/she desires so.
- (iv) Merit criteria for allotment of station will be as per para 5 above.
- (v) All transfers shall be implemented within 7 days of their issuance. The Treasury Officers concerned shall not draw the salary of the Tracer, who has not complied with the orders.
- (vi) Within 15 days of issuance of orders, the Tracer aggrieved with the transfer process can represent to the department after joining at the new place of posting, on a grievance redressal forum to be provided by the department for this purpose. Their representation shall be considered in accordance with the policy and appropriate decision shall be conveyed to him as deemed fit. Further a Committee headed by the Deputy Commissioner and Superintending Engineer of concerned Circle may recommend deputation / temporary transfer of an employee after the transfer drive, on the basis of genuine and compelling reasons. The Committee will scrutinize such cases and send their recommendation to the Government which will be dealt under relaxation clause of the Transfer policy.
- (vii) Online general transfer due to completion of prescribed tenure of 5 years shall be treated as 'transfer in public interest' and in such case the joining time and composite transfer grant shall be admissible as provision in Haryana Civil Services Rules, 2016.

(7) **Bar against canvassing:** No Tracer shall canvass for his/her case except through a representation to the Head of Department or to higher authorities in Haryana, as per this policy. All other individual representation shall be treated as an attempt to bring extraneous influence on the due process. No relief can be sought except the one already sought as per para 6 above.

(8) **Appointment by promotion/direct recruitment:-** Any Tracer taken in a cadre through direct recruitment/promotion/repatriation shall be posted in the Division/Circle of eligibility and availability.

(9) **Opportunity of option to certain categories:-**

- (1) The following categories of Tracers will not be transferred unless they desire to participate in the transfer drive:-

- (a) Tracer having 12 months or less in retirement on the date of next transfer drive;
- (b) Unmarried female employees upon marriage;
- (c) Married female employees upon divorce; or
- (d) widow or widower employees on the death of spouse;

(10) **Posting in remote areas:** Incentive for serving on the choice of anywhere in the State. If any Tracer opts for 'anywhere in the State' and is thereafter posted in an office in Morni Hills area or Nuh District against a vacancy for which no employee has opted, he will be paid remuneration @ 10% of the Basic Pay + DA during the period of said posting provided this incentive shall not be admissible in case of transfer in home district Nuh and Panchkula.

(11) **Clarification & Implementation:**  
In case of any doubt or difficulty in making out the true intention of the provisions of this policy, the Administrative Secretary of the department shall be the competent authority to clarify such doubt or to remove such difficulty by issuing a reasoned order to this effect.

(12) **Power to relax:-** Notwithstanding anything contained in the policy, the Administrative Secretary, Irrigation & Water Resources Department, Haryana with the prior approval of the Hon'ble Chief Minister, Haryana, shall be competent to transfer any Tracer to any place in relaxation of any or all of the above provisions after recording reasons justifying such relaxation.

DEVENDER SINGH,  
Additional Chief Secretary to Government, Haryana,  
Irrigation & Water Resources Department.